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Solidarity!

Teacher Contract Talks Moving Forward

Although there are several minor issues and all major issues still unresolved, Union and District negotiators have made substantial progress in talks over the 2009-11 Collective Bargaining Agreement. *Negotiations, thus far, have been amicable, although both parties express frustration over the impact of the State-imposed revenue controls on school boards.*

The parties met for **three (3) full days last week**, and in all have negotiated 7 full days and 2 partial days, since opening negotiations on April 14.

MTI's proposal consists of priorities set by MTI members, in response to the Union's bargaining survey. School Board negotiators have withdrawn a good share of their negative take-back proposals.

The Union is aiming to reach agreement in ample time to enable ratification before the end of the school year responsibilities and activities.

SEE-MTI : Know Your Contract Surplus/Layoff

"SEE-MTI Know Your Contract" is an effort to better educate and inform MTI-represented clerical and technical employees about their rights and benefits under the SEE-MTI Collective Bargaining Agreement. This week's article will explain the difference between Surplus and Layoff as well as a recent change to the layoff and resignation notice requirements. Future articles will highlight other areas of the SEE-MTI Contract.

Surplus. Each year, a small number of SEE-MTI represented employees are *informed that their positions have been eliminated and that they will be reassigned to a different position* (this school year, two SEE-MTI represented employees have received such notices). This is referred to as a **"surplus"** and Section IV-G of the SEE-MTI Contract sets forth the procedure to be followed. Therefore, to be declared "surplus" means that an employee will not continue to be assigned to their same job but will be reassigned to a different job in the District. "Surplus" notices typically occur in the spring after the schools/departments receive their allocations and formalize their staffing plans for the subsequent school year but can occur at other times as well.

Layoff. A **"layoff"** occurs when the District has more employees than available positions and, therefore, reassignment options do not currently exist. Employees placed on layoff status have no guarantee of continued employment but have the right to be recalled to available positions that become vacant in the future (so far this school year, no SEE-MTI represented employees have been laid off). MTI staff representatives meet with all surplus and laid-off SEE-MTI represented employees

to provide assistance with surplus reassignment, layoff recall, unemployment compensations benefits and other related issues.

Layoff Notice. As part of the 2008-10 SEE-MTI Contract negotiations, the parties agreed to extend the required notice of layoff from two (2) weeks to four (4) weeks. Therefore, the District must now provide SEE-MTI represented employees at least four (4) weeks notice prior to a layoff.

If there are particular Contract sections that you would like to see highlighted in **MTI Solidarity**, please e-mail your suggestions to Doug Keillor at keillord@madisonteachers.org.

Security Assistants & Summer School Work (Extended Employment)

The extended employment season is quickly approaching which will provide hours of work during summer school. **Section III-G of MTI's School Security Assistants' Collective Bargaining Agreement (SSA-MTI) guarantees that any security assistant who is interested in summer school work must be offered work which is available, and that the hours available will be shared among those wishing to work.** This year, as it has typically done, the District has granted the longest shifts to the most senior security assistants interested in work. This year, the District's plan is that the most senior will be provided three (3) week shifts with the less senior being given two (2) week shifts.

Resignation

Teachers are reminded that if they plan to resign at the end of the current school year that notice should be submitted to the Director of Human Resources as early as possible. The following sums may be assessed for late resignation: a) resignation after the last day of the school year - \$200; b) resignation after July 1 - \$250; c) resignation after August 1 through the subsequent school year - \$300; and d) any teacher who resigns without providing at least 30 days written notice is assessed an additional \$100.

Educational Assistants are reminded that if they are going to resign that such must be made in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any employee who fails to give written notice of at least two (2) weeks prior to the effective date of resignation is required to pay \$100 as liquidated damages for the failure to give such notice.

Clerical/Technical Employees are reminded that if they are going to resign that such must be made in writing to the Director of Human Resources at least four (4) weeks prior to the effective date of resignation. Any employee who fails to give written notice of at least four (4) weeks prior to the effective date of resignation is required to pay \$100 as liquidated damages for the failure to give such notice.

EA-MTI News

MTI's 2008-10 Collective Bargaining Agreement for its educational assistant collective bargaining unit is now on MTI's website (www.madisonteachers.org). Click on the red button at the top of the page called "EA MTI" and select the "Collective Bargaining Agreement" icon to view the Contract.

Email Addresses - MTI would like to be able to communicate with members of EA-MTI more quickly and efficiently, and is continuing to build the Union's database to include members' personal email addresses. Anyone who would like to be on this list, should send their personal email address to MTI (degene@madisonteachers.org). Do not send MTI your District email address, as these addresses are not secure (i.e., the District can monitor any communication on their own website).

Make-Up Time Due To Snow Days - *MTI reminds all members that they have one week following the end of the school year (June 19) in which to make up any missed hours.* EAs who have already been compensated for lost hours as a result of the snow days last winter, and who do not make up the time and have not opted to substitute their own sick leave for those hours, will be docked on their final payroll check.

Party Time! - **MTI will host an end-of-the-year celebration for all EA-MTI members on June 4 beginning at 4:00 p.m., at The Come Back Inn (508 E. Wilson Street).** Come on over and have a beer with your fellow EAs/SEAs/NAs/Sub SEAs and MTI Assistant Directors Eve Degen and Jesse Reschke.

Substitute Teacher Health Insurance - Work Requirement

Section VII-A of MTI's Substitute Teacher (USO-MTI) Collective Bargaining Agreement states that **one must work at least one (1) day per week to participate in the MTI negotiated health insurance plan.** Participation requires the substitute to pay the entire premium. *Attention is called to the USO-MTI Contract which provides a District contribution for a total of one-hundred (100) substitute teachers who worked at least ninety (90) days in the prior school year. Substitute teachers who receive the District's contribution (\$360/month) under the terms and conditions of the USO-MTI Contract are required to work five (5) days per month September through May.* Unfortunately, many substitute teachers lose their insurance eligibility by failing to meet this requirement.

Anyone needing assistance in this regard or who has concerns about the amount of substitute assignments available to meet this requirement should contact Ken Volante (volantek@madisonteachers.org) at MTI.

Healthy Classrooms Foundation to Award Grants and Scholarships

Healthy Classrooms Foundation (HCF), a newly established local non-profit organization, has announced its plans to award grants up to \$2000 and scholarships up to \$1000 this year for teachers, school nurses, administrators or parents in the Dane County area. These grant and scholarship opportunities are part of a new grassroots effort by the Foundation to develop sustainable classroom programs that integrate public health principles into the everyday lives of students within the school system.

For applications and more information, please visit www.hc-foundation.com. The deadline for applications is May 26, 2009. With the development of so many unhealthy habits occurring early in life, the Foundation believes that teachers have the unique opportunity to help students learn how to make smarter choices about fitness, nutrition, environmental responsibility and their developmental well-being. The Foundation wishes to reach out to teachers in the community to promote direct change in the classroom that will help combat childhood obesity, reduce bullying in the schools, and recognize the signs of depression, just to name a few.

With the 2nd Annual Healthy Classrooms Symposium which took place last April 22nd, the Foundation has been increasing awareness about the importance of making healthy choices early in life and providing effective strategies for teachers to incorporate public health ideals into their curriculum. However, the Foundation not only wishes to host community educational events such as the Symposium, but is now ready to award project grants and scholarships to directly support the creation of classroom programs with the shared vision to make a positive impact in the health of the next generation.

SCFL 50th Annual "Bean Feed" Picnic May 27

The South Central Federation of Labor's Committee on Political Education will hold its **50th annual COPE Bean Feed**, hosting Madison and Dane County elected officials, legislators and union members and their families, on **Wednesday, May 27 at 6:00 p.m. at the Madison Labor Temple, 1602 S. Park Street.** *One may have all the beans, hot dogs and potato salad he/she wishes, plus one free soda or beer, and this year - anniversary cake.* The meal will be served from 6:00 to 7:15 p.m. The proceeds pay for SCFL political action activities such as phone banks and mailings to unionists in Dane, Dodge, Columbia, Jefferson, Sauk & Iowa counties. All represented by MTI may receive tickets (first come first served) by calling MTI.

Calendar of Events

- **Tuesday, May 19, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Monday, May 25, Memorial Day**
- **Tuesday, June 2, 4:15 p.m., Harmony Bar & Grill**
MTI Special Education Sub-Committee
- **Friday, June 12, Last Day of School**

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org